



**PIPELINE**

Civilian Personnel Management Services

Presents...

**Pipeline Reemployment Initiative for Defense Employees**



# PIPELINE

## Business Need

**Direct injury compensation cost to DoD in 2004 is approximately **\$615 million**; or **\$1.69 million** every calendar day.**

**Compensation cost for disability accounts for **79%** of the total chargeback bill; or **\$1.33 million** every calendar day.**

# PIPELINE

## Objective of Program

### **To reemploy 200 injured employees per year by:**

- Providing over hire and civilian pay authority to immediately reemploy partially recovered employees, along with resources to administer the program.
- Eliminating DoD Component budgetary and operational hurdles in efforts to return injured workers to the workforce as soon as medically able.
- Proportionately reducing the number of lost days resulting from job-related injuries



# PIPELINE

## Direct Correlation with Strategic Plans

- **President's Safety, Health, and Return-to-Employment Initiative**
  - "Fewer Lost Days Resulting from Workplace Injuries and Illnesses"
- **DoD's Civilian Human Resources Strategic Plan**
  - "Recruiting to Hire the Best Talent Available,"
  - "Ensuring the Readiness of Tomorrow's Integrated Force,"
  - "Promote and Sustain a Richly Diverse Workforce,"
  - "Invest in Human Capital,"
  - "Focus on the Needs of the Customer"
  - "Promote Quality of Worklife"
- **DSOC Workers' Compensation Task Force Goal 2**
  - "Seek program and funding support for return to work"



# PIPELINE

## Funding Guidelines

### **Funds cover salary and benefits for the lesser of:**

- One year from date of reemployment
- Date on which employee is realigned with date of injury position or equivalent position
- Return to temporary total disability.

### **FTE position cover injured employee returning to duty.**

- May cover two employees on work-share 4 hrs p/day each.
- Reverts back to CPMS for redistribution when employee no longer qualified under Pipeline program.

**Authorized allocations are transferred to reemploying installation via Form DD-448 Military Inter-Departmental Purchase Request (MIPR)**





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## Three Tier Approach

**The DoD Pipeline Reemployment Program consists of action on three tiers:**

**Reemployment Process**

**Funding**

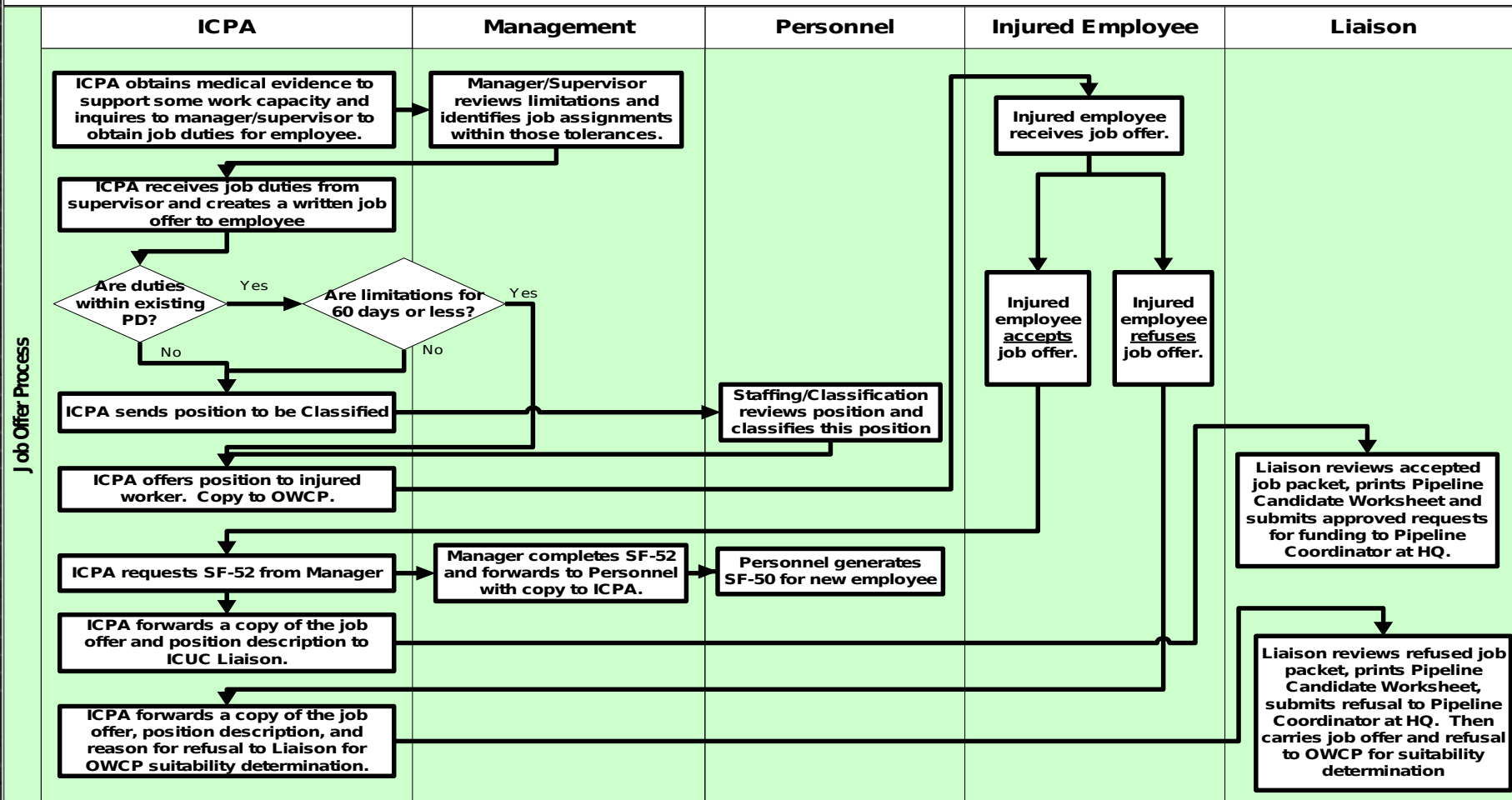
**Oversight**



# PIPELINE

## Reemployment Process

### Pipeline Re-employment Initiative Return to Work Process





# PIPELINE

## Funding

### FTE allocations:

- are made upon CPMS approval of the installation request for funding.
- continue for the period Pipeline funding is authorized.
- are disbursed to DoD installations that have returned an injured employee under the Pipeline Program effective on return-to-work date and for remainder of fiscal year.
- are disbursed at the beginning of the next fiscal year for the remaining time period until a full year is funded for employees who remain in a productive position for a continuous period past the end of first Fiscal Year





# PIPELINE

## Funding

### FTE recoupment:

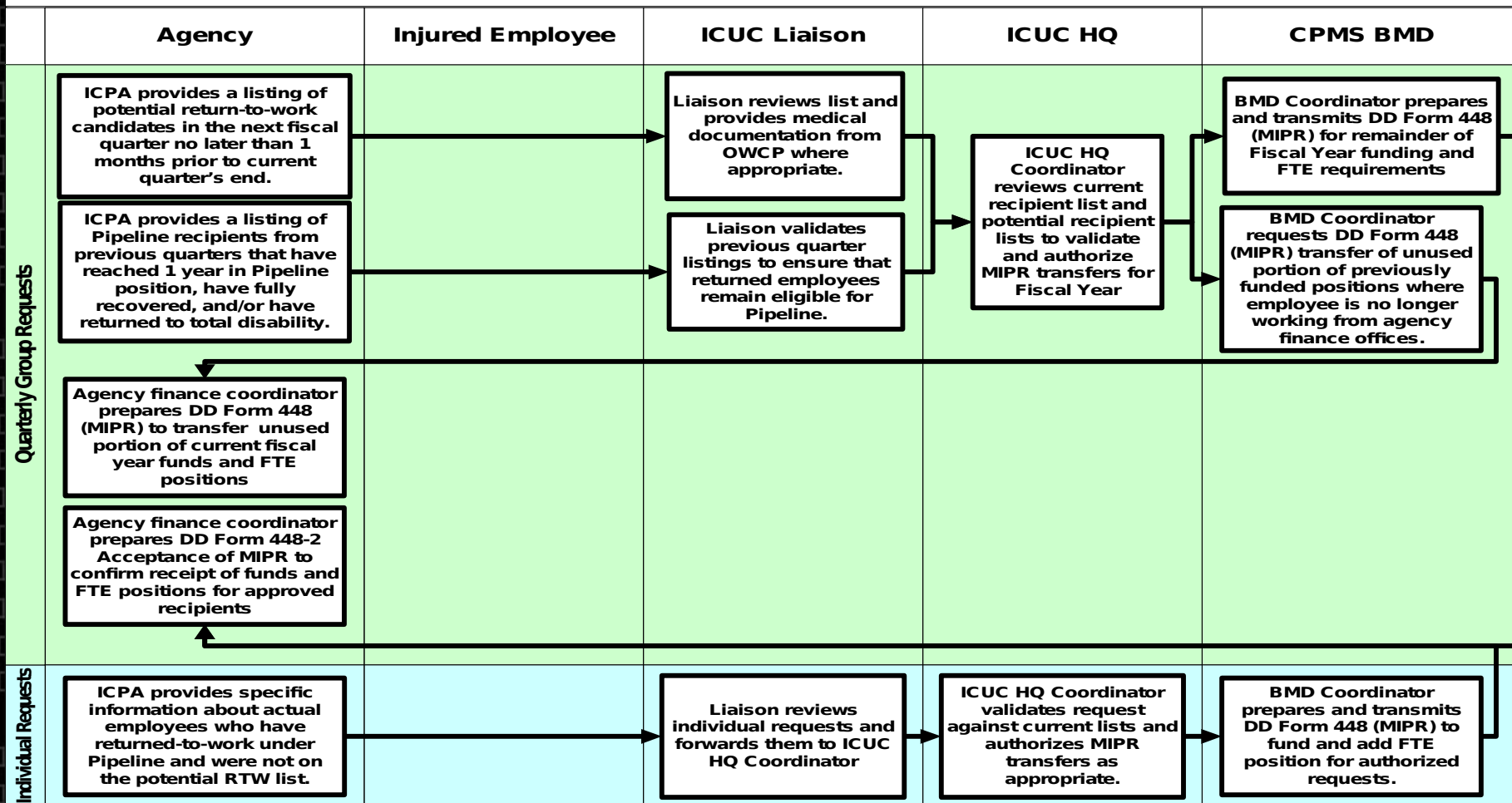
- Disbursements for employees who do not remain in a productive position for a continuous period within the first Fiscal Year are prorated and cease upon the date that the employee either stops working, or is removed from the agency rolls.
- Adjustments for costs not incurred at the DoD installation because of recurrent disability or removal from the agency rolls are requested from the employing Installation.
- Employing Installation must initiate **Form DD-448** Military Inter-Departmental Purchase Request (MIPR) to transfer funds and FTE positions back to CPMS – BMD for redistribution to other Installations as appropriate.



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## Funding Workflow Process

### Pipeline Re-employment Initiative Funding Process





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## Oversight

The reemployment process requires the cooperation of several levels within the organization.

- DoD Component Headquarters IC Program Administrators
- Field Commanders
- Injury Compensation Program Administrator (ICPA)
- Installation Supervisors

Each organizational level plays a distinct leadership role promoting the benefits of this Program, and ensuring the challenge of returning injured employees back to some type of productive duty as soon as medically possible is successfully met.



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## **DoD Component Headquarters IC Program Administrators**

**Obtain commitment from senior leadership  
to support the Program**

**Communicate and train installation  
commanders in the Program's processes**



# PIPELINE

## Field Commanders

**Lead, support and implement the Program, and re-employ injured workers within their installations.**

**Ensure appropriate communication and training are provided to installation managers and supervisors in Program's processes.**



# PIPELINE

## **Injury Compensation Program Administrator (ICPA)**

- **Identify partially recovered employees through review of medical documentation.**
- **Request positions from supervisors and managers.**
- **Coordinate with Office of Workers' Compensation Program (OWCP) Nurse Intervention (when assigned) to assist in position design.**
- **Coordinate with Safety & Occupational Health (SOH) as necessary to assist in position design based on treating physician restrictions (unless OWCP Nurse Intervention is assigned.)**
- **Coordinate with OWCP Rehabilitation Counselors (when assigned) to assist in position design.**
- **Prepare a valid job offer to employee once position details are received.**

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## **Injury Compensation Program Administrator (ICPA)**

- **Offer the position to the employee in writing (a verbal offer is appropriate only when followed up with a written offer.)**
- **Send a copy of the job offer to the OWCP claims examiner responsible for managing the workers' compensation case.**
- **Report on a quarterly basis, the status of each employee funded through the Program who meets or exceeds 90 continuous days of productive activity, either in the light duty assignment or progressive assignments to a full duty position.**



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## Installation Supervisors

**Support the Program and agree to reemploy injured workers.**

**Coordinate with ICPAs to identify productive duty.**

**Coordinate with other supervisors and managers within and outside the installation to build a list of potential duties from which light duty job offers are established.**

**Make every attempt to minimize any disruption to the employee when identifying potential light duties.**

**Maintaining a safe and healthy work environment for all employees.**



# PIPELINE

## Installation Supervisors

**Strive to integrate reemployed workers into date of injury jobs or other full time positions within 12 months by:**

- **Maintaining a safe and healthy work environment for all employees.**
- **Ensuring injured employees are working within medical restrictions.**
- **Coordinating with ICPAs to increase duties and productivity as deemed appropriate through medical documentation.**
- **Treating all employees with dignity and respect.**